Defense Information Systems Agency
Department of Defense

Agile Test & Evaluation – A Workforce Evolution

Chief, Washington Operations
Joint Interoperability Test Command

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Outline

- The T&E Community – What Changes?
- What is the Real Need?
- How do We Change?
- Way Ahead

How Do We Bring More Agility In To IT T&E?

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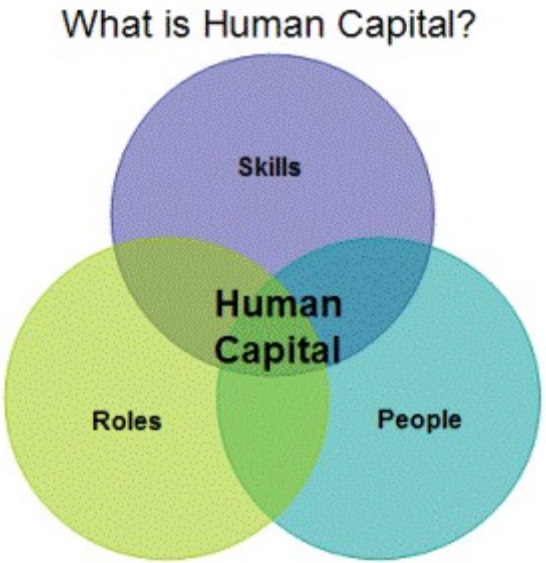
Set The Stage



- **Driving Factors:**
  - **NDAA 2010 Section 804**
  - **Operational Need (e.g. faster delivery)**
- **A Human Capital View**
  - **What are our Human Capital Needs?**
  - **How do we evolve?**
  - **What does the IT Tester of Tomorrow Look Like?**

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Analysis of Need

- **Problem Statement:**

  DoD-level training devoted to Test & Evaluation lacks the focus and level of detail required for Information Technology systems.

- **Current Sources of Expertise & Training**
  - **Defense Acquisition University**
  - **Service Operational Test Agencies (OTA)**
  - **Industry & Academia**

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Partnerships

- Service & Agency
- Department
- Industry
- Academia

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DISA's IT T&E Methodology Training Effort

- **Focus on the T&E Skills**
  - ***methodologies* associated with T&E of IT systems – including Agile T&E**
- **Intent**
  - **Improve the overall skill set and further professionalize the Agency's T&E workforce**
  - **Secondary – add industry certifications to increase DoD T&E Credibility**
- **Audience**
  - **Initially – focus on Agency T&E workforce**
  - **As refined – provide the Department with an IT-focused T&E training solution**

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Agile – One Tool in the Tool Box

- **Effective T&E requires a well-rounded workforce**
- **Previous method resulted in stovepipe model**
- **T&E Evolution requires a more well-rounded individual in the workforce**

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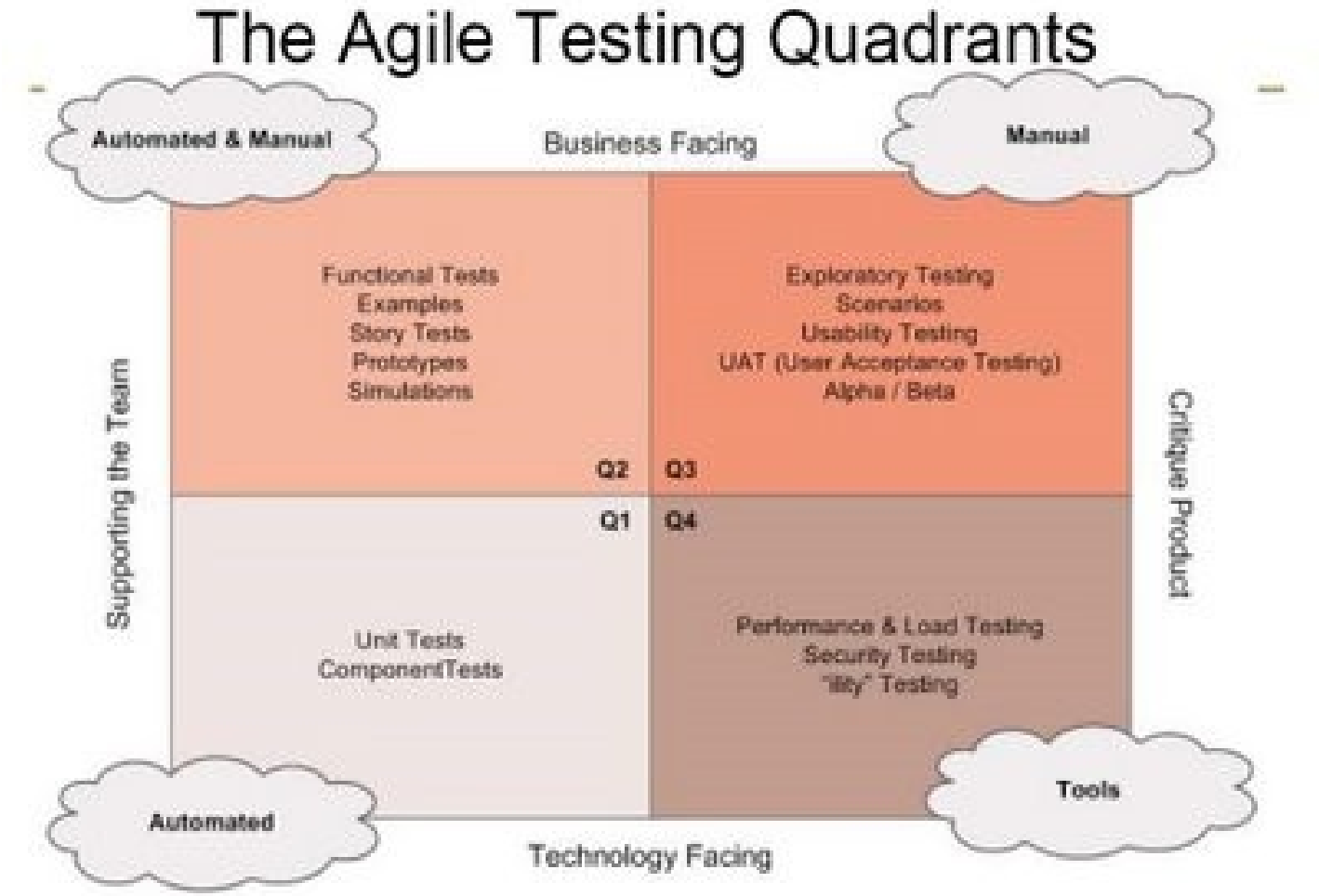
Where Do We Focus Efforts?



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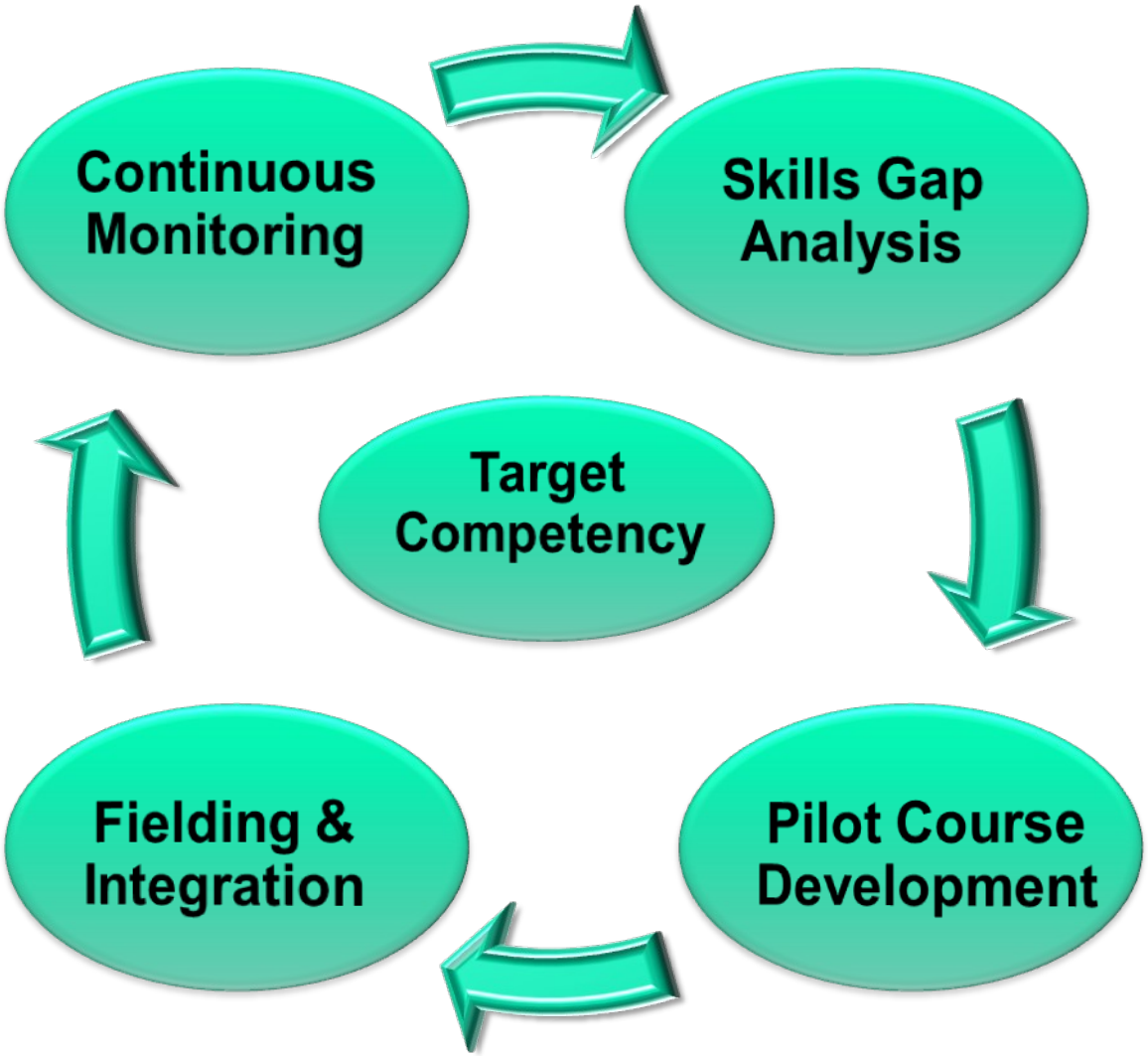
Course of Action



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Skills Gap Analysis

- Skills Gap Survey Development
- Analysis of Results
- Employee Feedbac
- Agency Summary

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Pilot Course Development

- T&E Skills Improvement in an Agile Environment
- Finite duration (1 Week)
- Include External Resources
- Focus on Course Validation

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Fielding & Integration

- **Publish Course Schedule**
  - DISA On-Line Training System (DOTS)
- **Diversify Student Enrollment**
  - Include Service/Agency IT T&E
- **Migrate to DAU environment**
  - Coordinate w/DAU
  - Focus on 200 Level Equivalency

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Continuous Monitoring

- On-the-Job Training
- Implementation of Agile Management (e.g. Scrum)
- Agile Team Rotation
- Employee Feedback

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Way Ahead

- **Analyze our current capabilities (Skills Gap)**
- **Develop a training solution to satisfy that gap (Curriculum Development)**
- **Pilot, Adjust, Field a well-rounded training solution**
- **Result – appropriate investment in our IT T&E Human Capital**

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Questions

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